

At the 4/17/19 Council meeting,

Committee Report 102

and

Resolution 18-298, CD1

were recommitted back to the

Committee on Public Safety & Welfare

REPORT OF THE COMMITTEE ON PUBLIC SAFETY AND WELFARE

Voting Members

Michael Formby, Chair; Brandon J.C. Elefante, Vice-Chair,
Ikaika Anderson, Joey Manahan, Ron Menor, Kymberly Marcos Pine

Committee Meeting Held
March 28, 2019

Honorable Ann H. Kobayashi
Interim Chair, City Council
City and County of Honolulu

Madame Chair:

Your Committee on Public Safety and Welfare, which considered
Resolution 18-298 entitled:

**"URGING THE FIRE COMMISSION OF THE CITY AND COUNTY OF
HONOLULU TO IMMEDIATELY REVIEW THE HONOLULU FIRE
DEPARTMENT'S EXISTING OPERATIONS RELATED TO ITS FIRE FIGHTER
RECRUIT TRAINING AND TESTING PROGRAMS. AND THEREAFTER MAKE
RECOMMENDATIONS TO THE FIRE CHIEF, AS APPROPRIATE,"**

introduced on December 28, 2018, reports as follows:

The purpose of Resolution 18-298 is to urge the Fire Commission of the City and County of Honolulu to immediately review existing operations, policies, and procedures related to Fire Fighter Recruit Training and Testing, in particular with regard to the recent dismissals of four Fire Fighter Recruits, and thereafter make recommendations to the Fire Chief as appropriate.

Assistant Chief Socrates Bratakos from the Honolulu Fire Department expressed the Department's appreciation of the amendments posted in the CD1.

Your Committee received one written testimony from the Hawaii Fire Fighters Association in support of the Resolution and proposed CD1.

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

ADOPTED ON _____

COMMITTEE REPORT NO. 102

REPORT OF THE COMMITTEE ON PUBLIC SAFETY AND WELFARE

Voting Members

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Your Committee considered and approved a proposed posted CD1 version that makes the following amendments:

A. Adds a new third "WHEREAS" clause quoting from Charter Section 6-1002 relating to the HFD's recruitment policies.

B. Amends the eighth "WHEREAS" clause to read as follows:

"WHEREAS, those FFRs who failed the initial skills test were [forced] required to take a [hastily scheduled] retest shortly after the initial skills test, without information from their Recruit Training Officer explaining the actions required to correct the deficiencies, and without any explanation provided to justify a same-day retest; and"

C. Amends the tenth "WHEREAS" clause to read as follows:

"WHEREAS, these decisions pertaining to the immediate retest and dismissal of those FFRs [seem suspect and do] may not [appear to] be in accordance with NREMT guidelines and HFD's FFR Training Manual; and"

D. Amends the eleventh "WHEREAS" clause to read as follows:

"WHEREAS, it is imperative that investigative action and corrective action, as appropriate, be taken immediately by the Fire Commission to address this issue, as the dismissed FFRs do not appear to have received fair treatment in keeping with the highest standards of professional conduct by the HFD; and"

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

ADOPTED ON _____

COMMITTEE REPORT NO. 102

REPORT OF THE COMMITTEE ON PUBLIC SAFETY AND WELFARE

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E. Amends the second "FURTHER RESOLVED" clause to read as follows:

"BE IT FURTHER RESOLVED that the Fire Commission is urged to encourage the Honolulu Fire Department to adopt and adhere to the National Registry of Emergency Medical Technicians Retest Policy, as appropriate; and"

F. Deletes the third "FURTHER RESOLVED" clause.

In sections B, C, D and E above, new resolution language is underscored and resolution language being deleted is bracketed.

Your Committee on Public Safety and Welfare is in accord with the intent and purpose of Resolution 18-298, as amended herein, and recommends its adoption in the form attached hereto as Resolution 18-298, CD1. (Ayes: Formby, Anderson, Menor, Pine – 4; Noes: None; Excused: Elefante, Manahan - 2.)

Respectfully submitted,


Committee Chair

At the 4/17/19 Council meeting, Committee Report 102 and Resolution 18-298, CD1 were recommitted back to the Committee on Public Safety and Welfare.

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

ADOPTED ON _____

COMMITTEE REPORT NO. 102



RESOLUTION

URGING THE FIRE COMMISSION OF THE CITY AND COUNTY OF HONOLULU TO IMMEDIATELY REVIEW THE HONOLULU FIRE DEPARTMENT'S EXISTING OPERATIONS RELATED TO ITS FIRE FIGHTER RECRUIT TRAINING AND TESTING PROGRAMS, AND THEREAFTER MAKE RECOMMENDATIONS TO THE FIRE CHIEF, AS APPROPRIATE.

WHEREAS, Section 6-1005, Revised Charter of the City and County of Honolulu 1973 (2017 Edition) ("Charter"), establishes a Fire Commission consisting of seven members appointed by the Mayor and confirmed by the City Council ("Council"); and

WHEREAS, Charter Section 6-1006 outlines the major duties of the Fire Commission, which include: reviewing operations of the Honolulu Fire Department ("HFD"), as deemed necessary, for the purpose of recommending improvements to the Fire Chief; reviewing personnel actions within HFD for conformance with the policies under Charter Section 6-1002; and hearing complaints of citizens concerning HFD or its personnel and, if deemed necessary, making recommendations to the Fire Chief on appropriate corrective actions; and

WHEREAS, Charter Section 6-1002 provides that HFD recruitment shall attract persons with high degrees of education, intelligence and personal stability, with promotions and personnel actions based upon fair and appropriate standards of merit, ability, and work performance; and

WHEREAS, Honolulu Fire Fighter Recruits ("FFR") have training standards which include certification testing and a requirement to achieve National Registry of Emergency Medical Technicians ("NREMT") – EMT B (Basic) Certification; and

WHEREAS, the FFR Training Manual for the HFD states that "upon failure of a certification practical skills test, FFRs will receive a notice of functional skills failure from their Recruit Training Officer explaining the actions required to correct the deficiency and the consequences of failing a make-up test."; and

WHEREAS, NREMT Certification guidelines as well as the HFD FFR Training Manual both allow for a full exam and two retests, as standard practice in testing procedures; and

WHEREAS, a recent skills test of 12 FFRs resulted in ten failed tests, the highest failing percentage (83%) in the history of the HFD; and



RESOLUTION

WHEREAS, those FFRs who failed the initial skills test were required to take a retest shortly after the initial skills test, without information from their Recruit Training Officer explaining the actions required to correct the deficiencies, and without any explanation provided to justify a same-day retest; and

WHEREAS, four FFRs failed the retest, and were dismissed from the HFD immediately for failure to pass a second certification practical skills test, without being provided the opportunity to take a second re-test; and

WHEREAS, these decisions pertaining to the immediate retest and dismissal of those FFRs may not be in accordance with NREMT guidelines and HFD's FFR Training Manual; and

WHEREAS, it is imperative that investigative action and corrective action, as appropriate, be taken immediately by the Fire Commission to address this issue, as the dismissed FFRs do not appear to have received fair treatment in keeping with the highest standards of professional conduct by the HFD; and

WHEREAS, any inquiry by the Fire Commission should include an examination of the extremely high number of current FFR skills test failures; pass versus fail rates of current and past classes of recruits; appropriateness of requiring NREMT-EMT B Certification for first responders; and a search for a clearer understanding of the circumstances related to the recent summary dismissals of those four FFRs; now therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that the Fire Commission is urged to review existing operations, policies, and procedures related to Fire Fighter Recruit Training and Testing, in particular with regard to the recent dismissals of four Fire Fighter Recruits; and

BE IT FURTHER RESOLVED by the Council that the Fire Commission is urged to make recommendations to the Fire Chief, as appropriate, based upon its review; and

BE IT FURTHER RESOLVED that the Fire Commission is urged to encourage the Honolulu Fire Department to adopt and adhere to the National Registry of Emergency Medical Technicians Retest Policy, as appropriate; and



CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 18-298, CD1

RESOLUTION

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor, the Fire Chief, and the Chair of the Fire Commission.

INTRODUCED BY:

Ernest Martin

Ann H. Kobayashi

DATE OF INTRODUCTION:

December 28, 2018
Honolulu, Hawaii

Councilmembers